DOCUMENT RESUME

ED 308 418 CG 021 738

AUTHOR McDaniel, Garry L.
TITLE Collaborative Elder Abuse Prevention Project Quarterly Report.
INSTITUTION Texas State Dept. of Human Services, Austin. Office of Strategic Management, Research, and Development.
SPONS AGENCY Office of Human Development Services (DHHS), Washington, D.C.
PUB DATE 30 Apr 89
GRANT 90AM0206/02
NOTE 25p.
PUB TYPE Reports - General (140)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Cooperative Programs; *Elder Abuse; Family Violence; Institutional Cooperation; Long Range Planning; Management Systems; Master Plans; Older Adults; *Prevention; Shared Resources and Services; State Action; *State Programs; *Statewide Planning
IDENTIFIERS *Texas

ABSTRACT

The Texas Department of Human Services, in collaboration with 13 other public and private organizations, co-sponsored a statewide collaborative elder abuse prevention project, to prevent abuse of elderly and disabled adults. The goal of this project is to develop a comprehensive, long-range plan for the prevention of elder abuse, a method for achieving a coordinated service delivery system for abused and neglected elders in Texas, and a statewide public awareness campaign to increase the public's ability to identify and report elder abuse and neglect. This quarterly report describes project activities from January 1 through March 31, 1989. After an executive summary, a background discussion of the problem of elder abuse, and a statement of goals and objectives, accomplishments for this quarter are summarized according to the 18 tasks included in the project's work plan. The report concludes with an award announcement, a brief statement of plans for the next quarter, and a budget. The agenda for the executive steering committee meeting along with a copy of a training flyer for validation therapy and an announcement of an upcoming adult protective services conference are appended. (TE)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED308418

COLLABORATIVE ELDER ABUSE PREVENTION PROJECT
QUARTERLY REPORT

Grant No. 90AM0206/02

January 1, 1989 through March 31, 1989

April 30, 1989

This project was funded by the Office of Human Development Services, U.S. Department of Health and Human Services, in fulfillment of OHDS Grant No. 90AM0206.

The views expressed herein are those of the authors and do not necessarily reflect the official position of the Office of Human Development Services of the U.S. Department of Health and Human Services.

CG 021738

Written by
Garry L. McDaniel, M.A., M.Ed.

Submitted by

Texas Department of Human Services
Office of Services to Aged and Disabled
Janice M. Caldwell, Dr. P.H., Deputy Commissioner

and

Office of Strategic Management, Research, and Development
Murray A. Newman, Ph.D., Associate Commissioner
P.O. Box 2960
Austin, Texas 78769
(512) 450-3011

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it
☐ Minor changes have been made to improve reproduction quality
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

BEST COPY AVAILABLE

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Garry L. McDaniel
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

QUARTERLY PERFORMANCE REPORT
COVER SHEET

1. Grant Number: 90AM0206/02

2. Project Title: Collaborative Elder Abuse Prevention Project

3. Grantee Name and Address: Texas Department of Human Services
P.O. Box 2960
Austin, Texas 78769

4. Telephone Number: (512)450-3011

5. Period of Performance: January 1 through March 31, 1989

6. Approved Project Period: June 30, 1986 through June 29, 1989

7. Period Covered by Report: (Check One)

THIRD SECOND YEAR:	
First Quarter	___
Second Quarter	___
Third Quarter	X
Fourth Quarter	___

8. Principal Investigator's Name and Telephone Number:
Alicia Dimmick Essary, (512) 450-3007

9. Author's Name and Telephone Number: Garry L. McDaniel,
(512)450-3644

10. Date of Report: April 30, 1989

11. Report Number: (Number sequentially beginning with 1) 11

12. Name of Federal Project Officer: Carolyn Thornhill

CONTENTS

Executive Summary vii

Background 1
Problem 1
Goal 3
Objectives 3

Major Activities and Events 4

Problems and Issues 10

Activities Planned for Next Quarter 10

Budget. 10

Appendix

A CEAP ESC Agenda
B Validation Therapy Training Flyer
C APS Conference Flyer

EXECUTIVE SUMMARY

There are approximately 2.6 million elderly and disabled people in Texas. Nationwide projections based on studies and hearings conservatively estimate that 4 percent of this vulnerable population is abused, neglected, and/or exploited annually. This estimate suggests that over 100,000 Texans are victimized each year--many times, repeatedly.

To address the needs of this group, the Texas Department of Human Services (DHS) has co-sponsored the Collaborative Elder Abuse Prevention (CEAP) Project with 13 other organizations. These agencies make up the Executive Steering Committee (ESC), which provides overall direction to the project. The ESC is developing agreements that will create a structure to improve coordination and cooperation to prevent elder abuse and neglect in Texas.

Achievement of the committee's goal depends upon increasing public awareness of elder abuse and neglect in Texas. The ESC is developing a comprehensive, long-range plan for the prevention of elder abuse, a method for achieving a coordinated service delivery system for abused and neglected elders in Texas, and a statewide public awareness campaign to increase the public's ability to identify and report elder abuse and neglect.

During this quarter the following activities were accomplished:

- the CEAP Executive Steering Committee (ESC) met once;
- the National Adult Protective Services Conference was scheduled to be held in San Antonio, Texas, October 30 through November 2, 1989;
- the Coordinated Service Delivery System was distributed; and
- the CEAP Project was selected by the APWA as the first place recipient of the 1989 Successful Projects Initiative Award - Category 2: Services to Adults.

BACKGROUND

In the late 1970s and early 1980s, national attention began to focus on the elderly as victims and possible victims of abuse. In 1980, the House Select Committee on Aging concluded that elder abuse was a significant nationwide problem. In 1981, extrapolations from data of the House Select Committee on Aging indicated that about 56,000 elderly Texans were victims of abuse each year. Using these same extrapolations, by 1984 an estimated 102,000 aged or adult disabled Texans needed protective services.

Problem

While many organizations and individuals are addressing the problem of elder abuse within the framework of established programs and services, there was no organized effort at the state level among organizations, groups, and individuals involved in the prevention of elder abuse. A few states have made efforts toward collaboration and public awareness education on a statewide basis. However, no state had demonstrated a model for organizing elder abuse prevention among state agencies on aging, adult protective services agencies, the courts, law enforcement officials, consumer protection agencies, and voluntary groups.

In order to resolve this problem, the Texas Department of Human Services (DHS) has developed a comprehensive, long-range plan for the prevention of elder abuse and a method for achieving a coordinated service delivery system for abused and neglected elders at both the local and state level. This effort is known as the Collaborative Elder Abuse Prevention (CEAP) Project. Additionally, CEAP has started a statewide campaign to increase the public's awareness of and ability to identify and report elder abuse and neglect.

Figure 1 "breaks out" the CEAP Project's salient features; the following paragraphs give more details about its goal and objectives.

Figure 1. CEAP Project--Major Features

EXECUTIVE STEERING COMMITTEE

Contains representatives from--

- 7 public agencies[1]
- 7 private organizations[1]

GOAL AND OBJECTIVES

Demonstrate a model of statewide collaboration to prevent elder abuse and neglect

- develop long-range state plan for prevention
- work toward coordinated service delivery system
- plan and conduct statewide public awareness campaign

MAJOR PRODUCTS AND ACTIVITIES

- slide-sound and videotape presentations for both specialized and general audiences
- public service announcements
- flyers, posters, brochures
- public awareness seminars presented by trained professionals
- training for volunteer presenters from Texas Federation of Women's Clubs (500 clubs with 13,000 members statewide)

---

[1]For member agencies, see page 5.

Goal

The goal of the CEAP Project is to demonstrate a model collaborative statewide effort to deal with the issue of preventing elder abuse. Rather than categorize elder abuse programs as treatment (services) or prevention, the CEAP Project views all activities in elder abuse programs as preventive in nature and broadly defines elder abuse prevention on three levels:

- **primary prevention**--activities that promote the health, well-being, and self-sufficiency of all elderly persons;
- **secondary prevention**--activities that promote the health, well-being, and self-sufficiency of elderly persons at risk of being abused; and
- **tertiary prevention**--activities that aim toward remediating the effects of abuse of elderly persons and eliminating its recurrence.

Objectives

To meet the project's goal, three objectives have been established--

- to develop a statewide, cross-organizational, comprehensive long-range plan for the prevention of elder abuse in Texas;
- to develop a statewide structure for achieving a coordinated service-delivery system for abused elderly persons in Texas; and
- to plan and implement a statewide public awareness campaign to recognize and prevent abuse of elderly persons in Texas.

MAJOR ACTIVITIES AND EVENTS

In this subsection, accomplishments for this quarter are summarized by tasks included in the project's work plan. Figure 2 gives a directory of the subsection's contents.

Figure 2. Subsection Directory

Task 1:	Hire Staff
Task 2:	Establish the ESC
Task 3:	Identify Work Group Members
Task 4:	Collect Information
Task 5:	Describe Services in Texas
Task 6:	Develop Statewide Long-Range Plan
Task 7:	Develop Coordinated Service Delivery System
Task 8:	Obtain Input and Commitment for State Plan
Task 9:	Plan Public Awareness Campaign
Task 10:	Develop Products and Activities
Task 11:	Implement Campaign
Task 12:	Implement Coordinated Service Delivery System
Task 13:	Establish Media Catalogue
Task 14:	Develop Compendium of Services
Task 15:	Conduct National APS Conference
Task 16:	Monitor and Report Activities
Task 17:	Carry Out Utilization Activities
Task 18:	Develop Process Evaluation

Task 1: Hire Staff

All project staff have been hired.

Task 2: Establish the ESC

The ESC is composed of the Coalition of Texans with Disabilities (CTD), the Gray Panthers of Texas, Hogg Foundation on Mental Health, the Texas Association of Retired Persons (AARP), the Texas Attorney General's Office (AG), the Texas Council of Churches (TCC), the Texas Department on Aging (TDoA), the Texas Department of Health (TDH), the Texas Department of Mental Health and Mental Retardation (MHMR), the Texas Rehabilitation Commission (TRC), the Texas Agricultural Extension Services (TAES), the Texas Federation of Women's Clubs, the Texas Medical Association, and the Texas Department of Human Services (TDHS).

The ESC met once during the period of this report (Appendix A). At this meeting the ESC members discussed the following topics:

- o the production and distribution of the Coordinated Service Delivery System Plan;
- o legislative issues;
- o the Annual Report on State Agency Investigations;
- o an upcoming guardianship proposal;
- o the National Aging Resource Center on Elder Abuse; and
- o future plans for the ESC members.

At this meeting, Dr. John H. Frederick joined the ESC. Dr. Frederick is chairman of the Aging and Nursing Home Committee of the Texas Medical Association. Dr. Frederick has demonstrated a long-standing interest in involving the medical community in the problem of elder abuse.

Task 3: Identify Work Group Members

This task has been completed.

Task 4: Collect Information

Information, materials, and media products have been collected from various individuals and agencies that are currently planning or conducting projects similar to CEAP.

Task 5: Describe Services in Texas

A format for collecting data on the status of services in Texas was developed and information on legislative mandates, client populations, services, and oversight responsibilities was collected. Using this data sheet as a guide, the ESC members identified problems and issues which needed to be addressed in the long-range plan and coordinated service delivery system. These problems and issues have been discussed in previous quarterly reports.

Task 6: Develop Statewide Long-Range Plan

The initial comprehensive long-range plan was completed in June 1987. It includes a mission statement, specific directions, targets, and strategies for addressing abuse and neglect of elders and disabled adults in Texas.

Task 7: Develop Coordinated Service Delivery System

Project staff and the ESC have completed the Coordinated Service Delivery System. This document has been developed to provide organizations and individuals across Texas with a framework for addressing the issues of elder abuse and neglect. The Coordinated Service Delivery System is composed of the CEAP Long-Range Plan, Memoranda of Understanding, and ESC subcommittee recommendations. Distribution of the document has begun. Copies of this document may be ordered by contacting the author of this report.

Task 8: Obtain Input and Commitment for State Plan

Review and comment on the Coordinated Service Delivery Plan was obtained.

Task 9: Plan Statewide Public Awareness Campaign

The statewide public awareness campaign has been conducted as a two-stage effort. The statewide public awareness strategy centered around two main programs: (1) development of media materials and (2) public awareness forums on elder abuse. These two strategies have been detailed in previous quarterly reports.

Task 10: Plan, Develop, and Implement Public Awareness Products and Activities

A number of radio public service announcements (PSA) are currently being developed. These radio PSA's will be broadcast in both Spanish and English and encourage reporting of suspected abuse, neglect or exploitation of elderly adults.

Media products currently being considered for development include--

- o public education materials on guardianships, respite care and Adult Protective Services for use by caretakers; and
- o a series of brochures and a video tape to be used to recruit volunteer guardians.

The Gray Panthers of Austin (ESC members) and the University of Texas School of Social Work have scheduled a Validation Therapy training session in Austin on February 27-28, 1989. These sessions are an outgrowth of the Gray Panthers' efforts toward increasing awareness and skills of nurses, social workers, providers nursing home administrators, and the public in dealing with the elderly. Training in Validation Therapy (Appendix B) is

conducted by Naomi Feil, M.S.W., A.C.S.W., and is designed for those living and/or working with elderly people. Participants learn how to restore dignity to the "old-old," gain a better understanding of the aging process, and learn skills and techniques for implementing and teaching validation principles.

Task 11: Implement Statewide Public Awareness Campaign

Materials announcing the Sixth Annual APS Conference in San Antonio, Texas have been developed (Appendix C). These announcements are being distributed to participants from last year's conference and other interested parties. The planning committee is currently in the process of securing speakers for the various workshops.

Task 12: Implement Coordinated Service Delivery System

Final review and comment on the Coordinated Service Delivery System has been completed.

Task 13: Establish Media Catalogue

TDHS is in the process of establishing a clearinghouse of media materials and literature on the subject of elder abuse and neglect. During the period of this report data on media products was collected from each ESC member and is being put on disc. A draft of the catalogue will be distributed for review and comment.

Task 14: Develop Compendium of Services

TDHS has also begun to compile the compendium of services describing the responsibilities and interests of each discipline (state agency, profession, advocacy, and community organization) with regard to elder abuse. Data on the services of each ESC member organization has been collected and is currently being collated and drafted for review and comment.

Task 15: Conduct National APS Conference

The Sixth Annual Adult Protective Services Conference will be held in San Antonio, Texas on October 30 through November 2, 1989. Project staff are currently working with APWA staff to develop the agenda and other supporting materials.

Task 16: Monitor Project Activities and Prepare Reports

Copies of the quarterly reports have been mailed to the APS regional directors and program directors in DHS's 10 administrative regions. Copies also were sent to state office APS administrative staff and ESC members.

Task 17: Carry Out Project Utilization Activities

During this quarter, TDHS received a request from the Pennsylvania Department of Aging (PDA) and the Michigan Department of Human Social Services (MDSS) for information and materials on the CEAP Project. Copies of the CEAP Quarterly Reports, Long-Range Plan, and Coordinated Service Delivery System have been shared with these agencies.

The project specialist attended the National Council on the Aging Annual Conference and Exhibition in New Orleans, Louisiana on March 28 through April 1, 1989. The conference featured a number of programs (including a key note presentation by Dr. Benjamin Hooks, Executive Director of the NAACP) focusing on issues and concerns relating to the elderly. Over 100 copies of the CEAP Coordinated Service Delivery Plan were distributed at the conference.

In addition, a proposal was submitted to present the results of the CEAP Project at the National Energy and Aging Consortium Conference in Tulsa, Oklahoma on May 10-12, 1989. If the proposal is accepted, the APS division administrator and the CEAP project specialist

will present a summary of CEAP Project development activities and distribute copies of CEAP Project materials.

Task 18: Develop Process Evaluation

A process evaluation plan was developed and submitted in the second quarterly report.

PROBLEMS AND ISSUES

During this quarter TDHS was notified that the CEAP Project has been selected the first place recipient of the American Public Welfare Association's 1989 Successful Projects Initiative Awards Program (Category 2: Services to Adults). The Acting Commissioner and APS Division Administrator attended the award ceremony in Washington, D.C. on March 1, 1989. It is a credit to the diligence and hard work by the ESC members that the CEAP Project received this award.

ACTIVITIES PLANNED FOR NEXT QUARTER

Major activites planned for next quarter include the following:

- o final production and dissemination of the media catalogue and compendium of services; and
- o continue statewide public awareness media activities.

BUDGET

Table 1 describes the project's federal fund outlays through the end of March 1989.

Table 1

Federal Fund Outlay, CEAP Project
(June 30, 1987 through March 31, 1989)

Category	Approved Budget	Quarterly Spending	Year-to-Date Spending	Bal. Unobligated Federal Funds
Personnel	124,088	3,957	124,088	0
Fringe Benefit	27,274	797	27,274	0
Travel	4,797	1,138	4,797	0
Contracts	15,000	3,166	15,000	0
Other	15,223	4,379	15,223	0
Total	186,382	13,437	186,382	0

The In-kind contribution requirement for the CEAP Project budget period has been met.

APPENDIX A

CEAP ESC Agenda

Executive Steering Committee Meeting
Collaborative Elder Abuse Prevention Project
John H. Winters Building
February 14, 1989
1:30 - 4:30 p.m.

o	Welcome	Judy Rouse
o	Information Request and Budget Status	Garry McDaniel
o	Legislative Happenings	Judy Rouse
o	Review and Comment of Annual Report on State Agency Investigations	Judy Rouse
o	Guardianship Proposal	Judy Rouse
o	National Aging/Resource Center on Elder Abuse	Judy Rouse
o	Future Plans	Judy Rouse

APPENDIX B

Validation Therapy
Training Flyer

VALIDATION THERAPY

Sensitive Help For The Confused Elderly -
A Training Seminar Whose Time Has Come
For Nurses, Social Workers, Mental Health Providers,
Nursing Home Administrators, and Anyone Who
Works With The Elderly

FEBRUARY 27 - 28, 1989

Joe E. Thompson Conference Center
University of Texas, Austin, Texas

Sponsored By Gray Panthers of Austin and the University of Texas School of Social Work

Instructor: Naomi Feil,

M.S.W., A.C.S.W.

Ms. Feil is internationally recognized for her work with the aging. She has helped more than 3,000 agencies incorporate Validation Therapy. She is an author, lecturer, actress, and expert specializing in group work with elderly persons. She has written numerous articles and award-winning training materials on aging.

"It used to be that people didn't age. They Died."

The number of older Americans is skyrocketing. Among the states, Texas has the fifth largest population over age 60. The fastest-growing segment of the elderly population is the age group over 85, in which the presence of incapacitating conditions rapidly escalates. Providing optimum care for this group, already an important task, will become increasingly so in the decades ahead.

Validation Therapy was developed by Naomi Feil to help those who become disoriented in the later stages of life. Validation accepts the old person who returns to the past, understanding that this retreat often signals survival, rather than mental illness or disease. This workshop will give you practical skills which you can use immediately to improve communication with confused older persons.

Try This Quiz: True or False

1. All old people, no matter how disoriented, must know their married name, where they are, the present date, and time. If they don't, they are "out in left field" and will be miserable.

2. People who live in the past are happy that way, so it's better to pretend to believe them and make up stories.

3. People who are old-old and disoriented, with physical failures and social losses, turn to the past to resolve old conflicts and to restore old pleasures. They re-create parents and jobs. They want to figure out their lives, to justify having lived. This is their task in the final stage of life.

4. A disoriented resident who screams everytime she drops her purse should be told she doesn't need the purse and the purse taken from her.

5. A disoriented old-old person who hollars: "I want my teeth!" should be examined by a dentist for better fitting dentures since teeth symbolize adult dignity.

(Correct answers: 1 = F, 2 = F, 3 = T, 4 = F, 5 = T.)

Why You Owe It To Yourself To Attend. . . .

1. Increase Staff Productivity
Organizations that use Validation techniques report that morale increases and burnout and turnover decrese as staff understanding grows.

2. Become A More Effective Helper
Confused and disoriented elderly benefit from Validation by gaining dignity and control. Direct care personnel learn positive alternatives for interactions with disoriented long-term care clients.

3. Network With Others
Take this opportunity to meet others who are involved professionally in working with aging .

4. Review Valuable Resources
Mrs. Feil's book, Validation: The Feil Method, will be available ($7) to supplement the course. You will view films and videotapes about Validation as part of the training. Other literature about Feil Productions will be on hand.

5. Learn To View Your Own Aging Positively
The insight you gain into the aging process can be applied to your own life experience so that you can learn to cope successfully with loss, avoid disorientation, and prepare for a mentally healthy old age.

Workshop Program

WORKSHOP OBJECTIVES:
Designed for those living and/or working with elderly people, the workshop's overall objectives are to restore dignity to the "old-old," to teach empathy with the aging process, to gain self-awareness of one's own aging, to learn the application of specific **Validation Therapy** techniques, to learn to implement Validation groups, and to learn to teach basic Validation principles to others.

Monday, February 27, 1989
Day One is designed to teach empathy with the aging process, self-awareness of one's own aging, and the application of specific validation techniques whereby caregivers can restore dignity to the old-old.

8:30 - 9:00	Registration
9:00 - 10:45	Overview: Early Learned Behavior Affecting Orientation.
	Feil Role-Play: Birth to Old-Old Age
10:45 - 11:00	Break
11:00 - 12:30	Characteristics of Malorientation; Five Helping Skills. Film
12:30 - 1:30	Lunch (on your own)
1:30 - 3:00	Characteristics of Time Confusion; Obstacles to Helping. Characteristics of Repetitive Motion; How to Recognize the Stages.
3:00 - 3:15	Break
3:15 - 4:30	Specific Validation Helping Skills for Stages 2 and 3 Film and Closing

Tuesday, February 28, 1989
Day Two focuses on learning to form and implement Validation groups and teach basic Validation principles to others.

9:00 - 10:45	Review of Stages and Helping Methods, Selection of Validation group members, Role Play
10:45 - 11:00	Break
11:00 - 12:30	Video, Goal-setting, Role-giving, Evaluation of Progress, Worker Centering, Energy-Arm, Use of Crisis, the "Hit"
12:30 - 1:30	Lunch (on your own)
1:30 - 2:45	Worker's Role: Ritual, Setting Limits, Finding Universal Themes, Building Interaction, Clarifying, Summarizing, Use of Media: Songs, rhythms, balls, etc. Video
2:45 - 3:00	Break
3:00 - 4:30	Implementing Validation with Families and Staff

REGISTRATION/SUBSTITUTION POLICY

Participant substitution is permitted, with prior notification to Gray Panthers. Cancellations received in writing ten woking days prior to the worshop date will be fully refunded. Cancellations received after ten days prior to the workshop will be subject to a $20 cancellation fee. Gray Panthers of Austin reserves the right to cancel this workshop due to insufficient registrations and in that event will be responsible for refunding registration fees only.

CONTINUING EDUCATION UNITS (CEU):
Approved for Nursing Home Administrators, Social Workers, and Activity Directors; ask for information.

VALIDATION THERAPY SEMINAR FEBRUARY 27 - 28, 1989

LOCATION:

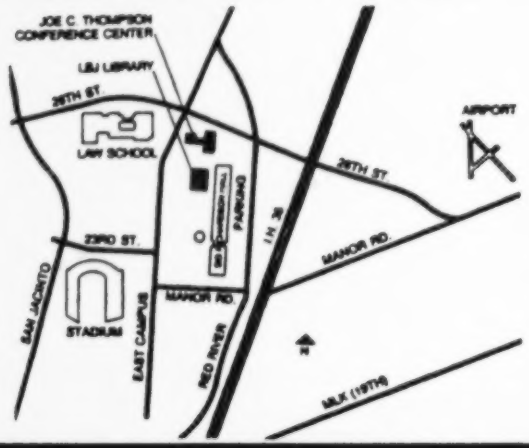
Joe E. Thompson Conference Center, Room 2.102
26th and Red River
University of Texas, Austin, Texas

TIME:

8:30 a.m. To 4:30 p.m.

FEE SCHEDULE:

Nursing Home Administrators and Agency
Executive Directors -- $60/day or $100 for both days.
Nurses, Social Workers, and
Other Professionals -- $45/day or $75 for both days.
Activity Directors and Aides -- $25/day or $40 for both days.
Students, Seniors, and
Family Caregivers -- $20/day or $30 for both days.
(Partial scholarships available on basis of hardship)



Austin Gray Panthers
P. O. Box 49695
Austin, Texas 78765
Tel: (512) 458-3738

NON-PROFIT
ORGANIZATION
U. S. POSTAGE PAID
AUSTIN, TEXAS
PERMIT NO. 1857

REGISTRATION FORM (Duplicates Accepted)

NAME: _____

POSITION: _____

ORGANIZATION: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

DAY PHONE: _____ NIGHT PHONE: _____

I will attend (check): ☐ Day One ☐ Day Two ☐ Both Days

FEE ENCLOSED (enter amount): Check: _____ Money order: _____

Send Hotel Information: ☐ Voucher: _____

DEADLINE FOR ADVANCE REGISTRATION IS FEBRUARY 10, 1989. Please make fees payable to Austin Gray Panthers and mail with registration form to Gray Panthers, P. O. Box 49695, Austin, Texas 78765-9695. Please do not send cash in the mail.

APPENDIX C

APS Conference Flyer

MARK YOUR CALENDAR

for the

Sixth Annual Adult Protective Services Conference

Oct. 30–Nov. 2, 1989

The Hyatt Regency Hotel
San Antonio, Texas

Sponsors:
Texas Department of Human Services
American Public Welfare Association

For more information, contact:
Mary Chavez
(512) 450-3213